SM EXHIBIT DA









CAPTAIN THROUGH DEPUTY CHIEF PD 439-1517 (Rev. 01-06) THIS FORM MUST BE TYPED	LIATION FEDITY CHIEF FBE TYPET	•		
SURNAME	FIRST	M.I.	RANK	COMMAND/ASSIGNMENT
Mauriello	Steven	ğ.	Deputy Insp.	TBBXQ / X.O.
LAST 4 DIGITS OF SOC. SEC. NO.		EMPI OVEE TAX NUME	SER 07/	DATE ASSIGNED TO COMMAND

Borough Bronx/ operations. Transit programs οf Officer numerous Executive oversees the and , N ASSIGNMENT (Brief Description of Dutie :y Insp. Mauriello is is. He coordinates a Deputy Queens

2. REASON FOR SUBMITTING: (a) ANNUAL () INTERIM () PROBATION () TRANSFER () OTHER	TERIM () F	PROBATIC	ON () TRA	NSFER	() OTHER		
Date Prepared: 07/25/13	5/13	Cove	rs Rating Perio	d From	Covers Rating Period From 07/01/12		SPECIFY to: 06/30/13
3. OVERALL EVALUATION: MUST REFER TO THE ACCOMPANYING GUIDEBOOK FOR DEFINITIONS.	MUST REFER TO	THEACC	MPANYING GU	DEBOOK	FOR DEFINITION	NS.	
WELL ABOVE STANDARDS	ABOVE STANDARDS	4	MEETS STANDARDS	က	BELOW STANDARDS	2	WELL BELOW T
LENGTH OF TIME RATER HAS SUPERVISED RATEE: YR. 3	R HAS SUPER	/ISED RAT	EE: YR. 3	Mo. 2	,		
4. RATER'S COMMENTS: For performance expectations	: Rater to discuss the basis for the OVERALI is and performance factors listed in this report.	the basis for	or the OVERAL and in this report	L EVALL	ATION which s	hould be	: Rater to discuss the basis for the OVERALL EVALUATION which should be based on the attainment of sand performance factors listed in this report.
Deputy Insp. S	teven Mau	riello	is an ex	perie	nced exect	itive	Steven Mauriello is an experienced executive who performs his
duties in a pr district and t	ofessiona ask force	L manne comma	er. He s nding off	hares icers	his exper . He help	lence s the	duties in a professional manner. He shares his experiences and mentors district and task force commanding officers. He helps the commanding
officers creat	e program	s to me	onitor ch	ronic	sick, arr	rest p	officers create programs to monitor chronic sick, arrest processing, overtigend school crimes. Deputy Insp. Mauriello coordinates deployment and develo
operations and asset to TBBXQ	strategi	es to always	reduce cr be count	ime. ed on	Deputy Into to perform	nsp. M	operations and strategies to reduce crime. Deputy Insp. Mauriello is an asset to TBBXQ and can always be counted on to perform his duties as the
Borough Executive Officer in an extremely competent manner.	ive Offic	er in	an extrem	ely c	ompetent n	nanner	

4. RATER'S COMMENTS: Rater to discuss the basis for the OVERALL EVAL	UATION which should be	EVALUATION which should be based on the attainment of 800000000000000000000000000000000000
peri hare icer roni ello ime. ed o	nced ex his ex He h sick, coordin Deputy to per	who performs his and mentors commanding focessing, overtilloyment and develuntiello is an duties as the
		Document 388-1
This Performance Evaluation takes into account the employee's compliance with the Department's EEO Guidelines and Federal Title VII statutes and whether the employee was disciplined as a result of same. The Ratee's rights and responsibilities regarding EEO issues were discussed.	ce with the Department's EEO (ne. The Ratee's rights and respons Rater's Initial	EO Guidelines and Federal Sponsibilities regarding EEO OS/12/12/12/12/12/12/12/12/12/12/12/12/12/
5. EDUCATION: Check Highest level Achieved	SOLLEGE ORATE	(No. of Credits) Base Samuel Control
6. Number of times reported Number of work days on sick Number sick in past 12 months: 0 0	of Duty	days lost: days 8
7. Rater's Name Douglas G. Rolston Inspector SIGNATURE	Command TBBXQ Last 4 Digits of Soc. Sec. No.	Date Assigned to Command 03/13/08 Tax Number
8. Reviewecs Name Rank/Title	Command	Date Assigned to Command
SIGNATURE	Last 4 Digits of Soc. Sec. No.	Tax Number
D Davisurer Commonts and Borommandations		

Mauriel	
Steven	
D.I.	
RATEE'S RANK/NAME	

Llo TAX NO.

Insp. Douglas G. Rolston TA

RATER'S RANK/NAME

TAX NO.

ASSIGN./COMMAND C.O. /

TBBX

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ASSIGN:/COMMAND

뽀 0 EMPLOYEE MANAGEMENT DIVISION AT THE BEGINNING OF THE RATING PERIOD BE FORWARDED MUST A PHOTOCOPY OF THIS COMPLETED PAGE NOTE:

AND PERFORMANCE EXPECTATIONS **KEY RESULT AREAS**

The Rater and Ratee will list each of the ratee's Key Result Areas (KRA's), in order of importance, in the captions listed below. KRA's are those functions and work responsibilities which represent the fundamental reasons why the ratee's position exists. They are the most important areas in which the ratee is expected to perform. Each Key Result Area will include a description of the responsibility. Adjacent to each responsibility the rater will indicate, in the caption provided, what will be expected of the ratee in order to perform the KRA adequately. This will be a statement describing what conditions will prevail if the KRA is met. A performance expectation is that which the rater will examine to determine if the ratee met the listed Key Result Area. and Discussed With the Ratee At the Beginning of the Evaluation Period) Completed

(Year)		cers to out fairly cort	vith district: co go over districts	sick. rs who n effor	nd the eal time ven to th ined	to reduce
Rater's (Day)	PERFORMANCE EXPECTATIONS	ertime earners manding office me is given ou	all districts school bi-weekly meetings wind School Sergeants to ent and strategies	districts chronic s commanding officers chronic sick in an OS chronic sick	processi e reviewi DATs ar ants and investig	programs.
2012 To (Mo.) 06	PERFORMANCE EXPECTATIONS	Identify high overtime earners a consult with commanding officers make sure overtime is given out and equally	Monitor all dist Conduct bi-weekl X.O. and School deployment and s	Monitor all dist Confer with comm are nearing chro to reduce MOS ch	Make sure arrest prodesk officers are rescrime snapshots. DA'qualified defendants prosecutions are inv	Create and monitor civilian complaints
o.) 07 (Day) 01 (Year)	ILTAREAS	eu e			Processing C	Complaints
RATING PERIOD: FROM (M DATE OF DISCUSSION:	KEY RESU	1. Monitor Ov	2. School Crime	3. Chronic Sick	4. Arrest Pro	5. Civilian C

List any other factors which specifically affected performance in the above KRA's. Indicate by number which KRA was affected and explain below. Also indicate reason for departure from originally established Key Result Areas. (Cite accomplishments, deficiencies or failures, conditions which influenced attainment of specific performance expectations and other performance-related factors which occurred during the rating period): THIS SECTION TO BE COMPLETED AT THE END OF THE RATING PERIOD (attach second sheet if necessary):

PERFORMANCE ASSESSMENT To be Completed and Discussed with the Ratee at the End of the Evaluation Period)

From this discussion the rater will provide, in the **Performance Achievements** column, a detailed account of the ACTUAL accomplishments achieved during the rating period. Hence, if the original **Performance Expectations** listed three criteria for performance in a **KRA**, the **Performance Achievements** must address the ACTUAL RESULTS in each of the three criteria. The ratings for performance in each KRA, namely the **Individual Assessment of Each KRA**, must therefore be justified in light of these actual **Performance Achievements**. Remember, these individual ratings will help to form the basis for the **Overall Evaluation** which will be assigned to the ratee. the appropriate box under the column Individual Assessment of Each KRA. Before doing this, however, the rater and the ratee must together complete the Performance Achievements column. In the captions provided below, the rater will assign a rating for each Key Result by checking

PERFORMANCE ACHIEVEMENTS	VIONI	IDUAL ASSE	INDIVIDUAL ASSESSMENT OF EACH KRA	EACHKRA		С
1-diseas Assured Ashlowemente Euffilling KRA	WELL ABOVE STANDARDS	ABOVE STANDARDS	MEETS STANDARDS	BELOW	WELL BELOW STANDARDS	ase
Monitor Overtime						1:10
	Comments: D.I. Mauriello districts C.O. overtime reportsubmitted is re	riello has' C.O. a reports	rs nd to on	erred w review s sure for ty	with all seved sovertime of type of assemble.)-cv-06005
School Crime	×					RWS
	Comments: D.I. Mauriello has districts' X.O. an go over deployment strategies.	riello has s'X.O. and deployment,	has bi-w and Sch ent, cri	bi-weekly meetings d School Sergeants , crime trends, and	meetings v irgeants to	Document 3
Chronic Sick	8					388-1
	Comments: D.I. Mauriello follo Commanding Officers talking to MOS who a	s: riello ng Offi to MOS sick.	follows cers to who are	up with di make sure close to h	distri e they becom	. Fileid 02/12
Arrest Processing	和					/15
	Comments: D.I. Mauri Officers, declined p	ell adm ros TC	iello has meet admin. Lt., s prosecutions, RTC snapshots.	meetings with t., and ICOs a ons, arrest pr hots.	th Commanai	Pæge 420f 29
Civilian Complaints	Ø)
	Comments: D.I. Mauri Officers I complaint MOS who re	iellc nave redu sceiv	nakes aintai tion p compl	e a a ram ts.	.ll Commanding civilian by counseling	ng ing
RECOMMENDATIONS (if relevant):						
		As	A			i i
VERIFICATION (To be Completed at the End of "I have shown this Performance Evaluation to the rates and have fully discussed its contents."	the Evaluati	Ra E. Sala	Physical Phy	200	1/8/8 1/8/8	810
"I have read this Performance Evaluation and I have received a copy of it."	2	Råtee's Signature	JI W		St (St)	\wedge
"I wish to appeal this Evaluation." (A.G. 314-11)		Ratee's Signature	ignature		Date SM00326 Page 3	l m







	M. Deputy Inspector	NUMBER DATEASSIGNED TO COMMAND 7/3/10	
CAPTAIN THROUGH DEPUTY CHIEF PD 439-1517 (Rev. 01-06) THIS FORM MUST BE TYPED	SURNAME FIRST MAUriello Steven M	LAST 4 DIGITS OF SOC. SEC. NO.	PRESENT ASSIGNMENT (Brief Description of Duties)

Borough operations and Transit programs of Officer numerous Executive oversees the and į. coordinates Mauriello Inspector Queens. He Deputy Inspec Bronx/Queens.

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	SPECIFY	to: 6/30/2012			WELL BELOW T
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() OTHER		7/1/2011		K FOR DEFINITION	BELOW STANDARDS
ANSFER		od From		JIDEBOOK	က
N. INTERIM () PROBATION () TRANSFER () OTHER		Covers Rating Period From		OVERALL EVALUATION: MUST REFER TO THE ACCOMPANYING GUIDEBOOK FOR DEFINITIONS.	MEETS STANDARDS
PROBA		ŏ		OTHEAC	4
INTERIM ()		/19/2012		W. MUST REFERT	ABOVE
= 1	•	16		JATIO	ka
kr) ANNIAI () II	M) MAINOUE	Date Prepared: 9,		OVERALL EVAL	WELL ABOVE

RATER'S COMMENTS: Rater to discuss the basis for the OVERALL EVALUATION which should be based on the attainment of performance factors listed in this report. 4

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LENGTH OF TIME RATER HAS SUPERVISED RATEE:

as Mauriello forms his develops tences and duties experiences performs and devel Deputy Inspector Mauriello is an experienced executive who perfoduties in a professional manner. He coordinates deployment and doperations and strategies to reduce crime. He shares his experiementors District and T.F. Commanding Officers. Deputy Inspector is an asset to TBXQ and can always be counted on to perform his the Borough Executive Officer in an extremely competent manner. compliance with the Department's EEO Guidelines and Federal sult of same. The Ratee's rights and responsibilities regarding EEO was disciplined as a result of same. The Ratee's rights and responsibilities Rater's Initials employee's employee This Performance Evaluation takes into Title VII statutes and whether the

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Ŋ.	5. EDUCATION: Check !	Check Highest level Achieved	HIGH □	П нісн ѕсноог	SOME COLLEGE (No. of Credits)	(No. of Credits)	I
	ASSOCIATE DEG.	☑ BACHELOR'S DEG.		☐ MASTER'S DEG.	☐ DOCTORATE	☐ JURIS DOCTORATE	
	HAS MEMBER INCREASED ACHIEVEMENT/CREDIT LEVEL DURING RATING PERIOD? Tes	SED ACHIEVEMENT/CF	REDIT LEVEL DUF	RING RATIN	G PERIOD? TYes	ON 🗆	Ì
ن	Number of times reported sick in past 12 months:	ed Number of work days on report in past 12 months:	Number of work days on sick report in past 12 months:	Number of in past 12 (Number of times Line of Duty in past 12 months:	Total work days lost: Reg. sick days Line of Duty Ontal No	
						lotal No.	
7.	Rater's Name Douglas G.	Rolston	Rank/Title Inspector		Command TBBXQ	Date Assigned to Command 3/13/08	Pu
0	SIGNATURE	Sas Medis			Last 4 Digits of Soc. Sec. No.	No. Tax Number	
<i>y</i>	Reviewer's Name		Rank/Title		Command	Date Assigned to Command	pug
	SIGNATURE	Tel.			Last 4 Digits of Soc. Sec. No.	No. Tax Number	

Reviewer: Comments and Recommendations

TAX NO.
Mauriello
Steven
D.I.
RAŤEE'S RANK/NAME

Inspector Douglas Rolston _{TAX}

RANK/NAME

n TAX NO.

ASSIGN./COMMAND CO / TBBXQ

TBBXQ

ASSIGN./COMMAND XO

0 THE RATING PERIOD FORWARDED BE EMPLOYEE MANAGEMENT DIVISION AT THE BEGINNING OF MUST PHOTOCOPY OF THIS COMPLETED PAGE ⋖ NOTE:

KEY RESULT AREAS AND PERFORMANCE EXPECTATIONS

They are the most important areas in which the ratee is expected to perform. Each Key Result listed below. KRA's are those functions and work responsibilities which represent the fundamental reasons why the The Rater and Ratee will list each of the ratee's Key Result Areas (KRA's), in order of importance, in the captions caption provided, what will be expected of the ratee in order to perform the KRA adequately. This will be a statement describing what conditions will prevail if the KRA is met. A performance expectation is that which the rater will examine to determine if the ratee met the listed Key Result Area. Area will include a description of the responsibility. Adjacent to each responsibility the rater will indicate, in the and Discussed With the Ratee At the Beginning of the Evaluation Period) exists. Completed

RATING PERIOD: FROM (Mo.) 07 (Day) 01 (Year) Rates's	2012 To (Mo.) 06 (Day) 30 (Year) 2013
DATE OF DISCUSSION: 09/20/2012 Initials	DVVV Initials Control
KEY RESULT AREAS	PERFORMANCE EXPECTATIONS
Listed in order of importance	Indicate Level of Performance Expected to Fulfill KRA
1. Monitor Overtime	Identify high overtime earners and
	out fairl
2. School Crime	Monitor all districts school crime. Conduct bi-weekly meetings with XO and school Sgt to go over deployment and strategies
3. Chronic Sick	Monitor all districts chronic sick. Confer with commanding officers who MOS are nearing chronic sick in an effort to reduce MOS chronic sick
4. Arrest Processing	Make sure arrest processing and the desk officers are reviewing real time crime snapshots. DATs are given to right defendants and declined prosecutions are investigated.
5. Civilian Complaints	Create and monitor programs to reduce civilian complaints

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List any other factors which specifically affected performance in the above KRA's. Indicate by number which KRA was affected and explain below. Also indicate reason for departure from originally established Key Result Areas. (Cite accomplishments, deficiencies or failures, conditions which influenced attainment of specific performance expectations and other performance-related factors which occurred during the rating period): SECTION TO BE COMPLETED AT THE END OF THE RATING PERIOD (attach second sheet if necessary):

To be Completed and Discussed with the Ratee at the End of the Evaluation Period) PERFORMANCE ASSESSMENT

In the captions provided below, the rater will assign a rating for each Key Result by checking the appropriate box under the column **Individual Assessment of Each KRA**. Before doing this, however, the rater and the ratee must together complete the **Performance Achievements** column. From this discussion the rater will provide, in the **Performance Achievements** column, a detailed account of the ACTUAL accomplishments achieved during the rating period. Hence, if the original **Performance Expectations** listed three criteria for performance in a **KRA**, the **Performance Achievements** must criteria. The ratings for performance in each KRA, namely the **Individual Assessment of Each KRA**, must therefore be justified in light of these actual **Performance Achievements.** Remember, these individual ratings will help to form the basis for the Overall Evaluation which will be assigned to the ratee. of the three RESULTS in each address the ACTUAL

PERFORMANCE ACHIEVEMENTS	INDIVIDUAL ASSESSMENT OF EACH KRA
	WELL ABOVE MEETS BELOW WELL BELOW © STANDARDS STANDARDS STANDARDS STANDARDS STANDARDS STANDARDS STANDARDS
	Comments: DI Mauriello has conferred with all districts! CO and has reviewed 90.T. reports to make sure 0.T. submitted is reasonable for type of assignment.
School Crime	/s
	Comments: DI Mauriello has bi-weekly commetings with XO and school Sgt of districts to go over crime trends and strategies.
Chronic Sick	8-1
	Comments: DI Mauriello follows up with district commanding officers to make sure they are talking to MOS who are close to becoming chronic sick
Arrest Processing	
	Comments: DI Mauriello has meetings with a commanding officers, admin. Lt, and a ICOs about declined prosecutions, arrest processing time and RTC snapshot commands.
Civilian Complaints	
	Comments: He make sure all commanding officers have maintained a civilian complaint reduction program by counseling MOS who receive complaints.
RECOMMENDATIONS (if relevant):	

VERIFICATION (To be Completed at the End of	d at the End of
I have shown this Performance Evaluation to the ratee	n to the ratee
and have fully discussed its contents."	

the

"I have read this Performance Evaluation and I have

"I wish to appeal this Evaluation." (A.G. 314-11)

Depm 00329 Page 3 Ratee's Signature

DIRECTIONS

7 (Page

- Caption "Present Assignment": indicate general nature of ratee's duties. All captions must be typewritten. Box
- and dates b) indicate date evaluation was prepared check reason for submitting evaluation; of rating period. a) \sim Box
- if the ratings for the less important responsibilities are significantly higher or lower. Any deviation from the tendency indicated by the individual Key Result Areas ratings must be explained. In arriving at an overall rating the supervisor should also consider performances not covered by the at an overall rating the supervisor should also consider performances not covered by the manager's Key Result Area statements. These would also include special projects which came up during the rating period, unanticipated difficulties, or unusual consequences. REFER TO DEFINITIONS Check appropriate box. The Overall Evaluation should be based on the general tendency indicated by ratings for individual Key Result Areas as well as the priority or importance of each key responsibility. As a general guideline, if one or two key responsibilities far outweigh the others in importance, the supervisor should center the overall rating around these responsibilities, deviating only period, unanticipated difficulties, OF STANDARDS IN GUIDE. $^{\circ}$ Box
- Rater to comment on the ratee's overall performance and indicate the basis for the Overall Evaluation. In addition, when evaluating a precinct commander, document this individual's overall community relations performance. Box 4

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- & 8 Appropriate boxes must be checked and captions must be typewritten. 7 ó 5 Box
- pertinent to the performance accurate evaluation is manifestly fair and and recommendations that the determine comments 9 offer S The reviewer's responsibility It is the reviewer's option to of the ratee. Box 9

(Page 2)

HÉ BEGINNING OF THE RATING PERIOD THE RATER AND THE RATEE TOGETHER WILL COMPLETE CAPTIONS UNDER THE HEADING "KEY RESULT AREAS" AND "PERFORMANCE EXPECTATIONS." IOTOCOPY OF PAGE 2 WILL BE FORWARDED TO THE EMPLOYEE MANAGEMENT DIVISION, ROOM 1000, AT THE BEGINNING OF THE RATING PERIOD PHOTOC THE AT TI THE

KEY RESULT AREAS must be discussed with and understood by the ratee. They represent the most important responsibilities of the ratee and are the fundamental reasons why the ratee's position exists.

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measurements of output and or/outcome (achievements, quality of work, results, etc.) which the rater will examine are those They ratee. and understood by the discussed PERFORMANCE EXPECTATIONS, as well, must be to determine if the ratee met the Key Result Areas.

PERIOD RATING OF THE 3: TO COMPLETED AT THE END OF PAGE AND OF PAGE BOTTOM

Under the caption **"THIS SECTION TO BE COMPLETED AT THE END OF THE RATING PERIOD",** the rater may choose to address the particular KRA(s) with specific comments.

Page 8 of 29

Under the caption "PERFORMANCE ACHIEVEMENTS" will be listed the actual achievements accomplished by the end of the rating period. These are to be contrasted against the original PERFORMANCE EXPECTATIONS established at the beginning of the rating period. Hence, post-performance RESULTS are viewed in light of the pre-performance expectation.

and explain the basis each Key Under the caption "INDIVIDUAL ASSESSMENT OF EACH KRA", the rater will assign a rating for Result Area by checking the appropriate box and make written comments which justify and explain for the selected rating.

Under the caption "RECOMMENDATIONS", the rater may make recommendations and/or discuss plans for future assignments and goals of the ratee.

date - At the END of the evaluation period the rater will sign the space provided to indicate that the performance evaluation has been shown to, and discussed with, the ratee. The ratee will sign and date the space provided to indicate that he/she has read the **completed** evaluation and has been provided with a copy. sign and with, the ratee. The ratee will and discussed evaluation has been shown to, VERIFICATION

appropriate caption. evaluation he/she will sign and date the If the ratee wishes to appeal the

DISTRIBUTION

- **EMPLOYEE MANAGEMENT** ORIGINAL ×
- RATEE **PHOTOCOPY** *
- COMMAND FILE **PHOTOCOPY**

TAX NO.

DeFranco

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Steven

RATER'S

ASSIGN./COMMAND

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EMPLOYEE MANAGEMENT DIVISION AT THE BEGINNING OF THE RATING PERIOD MUST PAGE COMPLETED SANKINAME VOTE:

EXPECTATIONS AND PERFORMANCE

ratee's position exists. They are the most important areas in which the ratee is expected to perform. Each Key Result Area will include a description of the responsibility. Adjacent to each responsibility the rater will indicate, in the caption provided, what will be expected of the ratee in order to perform the KRA adequately. This will be a statement describing what conditions will prevail if the KRA is met. A performance expectation is that which the rater will examine to determine if the ratee met the listed Key Result Area. The Rater and Ratee will list each of the ratee's Key Result Areas (KRA's), in order of importance, in the captions listed below. KRA's are those functions and work responsibilities which represent the fundamental reasons why the At the Beginning of the Evaluation Period) Completed and Discussed With the Ratee RESULT AREAS KEY

PERFORMANCE EXPECTATIONS (Day)_ Rater's Initial Initials To (Mo.) M 2009 (Year) Ratee's Initials 5 (Day) 07/11/2009 07 FROM (Mo.) DATE OF DISCUSSION: RATING PERIOD:

Case 1:10-cv-06005-RWS Document 388-1 Filed 02/12/15 crime. who Monitor complaints reports, identify patterns trends, and coordinate efforts with crime analysis and precinct personnel to reduce crim in and Monitor MOS chronic sick, confer with MOS ware nearing chronic sick designation in and effort to reduce MOS from becoming chronic. Indicate Level of Performance Expected to Fulfill KRA KEY RESULT AREAS of importance CRIME REDUCTION SICK CHRONIC Listed in order

vertime submitted a sasignment noted b o o o e arcest activity and gather information targeted enforcement at violence prone lons. Develop information sources within community to identify targeted offenders. Review O/T overtime high overtime earners of orts and ensure that the reasonable for the type of e for the type (admin) using targe locations. Identify reports is r (ie; MULIOR OVERTIME

information

Achieve arrest

INCREASE COMMAND PRODUCTIVITY

and encour civilian to recurry leaders reduce monitor programs to Address community community participation. Create and monitor | complaints. Address CIVILIAN COMPLAINTS

arrest,

List any other factors which specifically affected performance in the above KRA's. Indicate by number which KRA was affected and explain below. Also indicate reason for departure from originally established Key Result Areas. (Cite accomplishments, deficiencies or failures, conditions which influenced attainment of specific performance expectations and accomplishments, deficiencies or failures, conditions which influenced attainment of specific performance expectations and THE END OF THE RATING PERIOD (attach second sheet if necessary): other performance-related factors which occurred during the rating period):









CAPTAIN THROUGH DEPUTY CHIEF PD 439-1517 (Rev. 01-06) THIS FORM MUST BE TYPED			
SURNAME FIRST	M.L	RANK	COMMAND/ASSIGNMENT
Mauriello Steven	J.	Deputy Inspector	
LAST 4 DIGITS OF SOC. SEC. NO.	EMPLOYEE TAX NUMB	£.	DATE ASSIGNED TO COMMAND

Deputy Inspector Steven Mauriello is the Commanding Officer of the 081 Precinct. In that capacity he oversees and coordinates the daily operations of the 081 Precinct assuring performance of functions designated for the PRESENT)

2. REASSWEURSUBMITTING: (X) ANNUAL () INTERIM	~) PROBATION () TRANSFER	NSFER	() OTHER	Kalioads
Date Prepared: 07/17/2009	4	Covers Rating Period From 07/01/2008	od From O	7/01/2008	to: 06/30/2009
3. OVERALL EVALUATION: MUSTR	EFER TO THE AC	COMPANYING GU	IDEBOOK	: MUST REFER TO THE ACCOMPANYING GUIDEBOOK FOR DEFINITIONS.	
WELL ABOVE ABOVE STANDARDS 4 STAN STANDARDS TANDARDS STANDARDS TANDARDS TAN	ARDS 4	MEETS STANDARDS	©	BELOW STANDARDS 2	WELL BELOW T
4. RATER'S COMMENTS: Rater to performance expectations and per	discuss the basis	Rater to discuss the basis for the OVERALI s and performance factors listed in this report.	L EVALU	ATION which should	Rater to discuss the basis for the OVERALL EVALUATION which should be based on the attainment of sand performance factors listed in this report.
Deputy Inspector Mauriello is a hard working and dedicate Police Department and is dedicated to its values and overall missio ()81 Precinct was award a Unit Citation for the calendar year 2008.	pector Mauriello and is dedicated ward a Unit Cita	o is a hard working to its values and tion for the caler and an almost 9%	ng and de l overall 1 ndar year reductior	Deputy Inspector Mauriello is a hard working and dedicated member of the New York City Police Department and is dedicated to its values and overall mission. Through his leadership and the 181 Precinct was award a Unit Citation for the calendar year 2008.	e New York City leadership and the a 20% percent
reduction in homici Quality of Life sum	des. Arrests we	re up for the year 19 %. The over	r and the	reduction in homicides. Arrests were up for the year and there was an increase of the issuances of Quality of Life summonses by over 19%. The overall cleanliness and performance of the precinct has	the issuances of se of the precinct has
improved also durii Deputy Insj Jeaders and the con I highly rec	also during the rating period. eputy Inspector Mauriello has d the community is presently highly recommend Deputy Inighly recommend Deputy In	iod. I has built strong ntly pleased with y Inspector Mau	and clos his perf riello to o	improved also during the rating period. Deputy Inspector Mauriello has built strong and close relationship with civic and community leaders and the community is presently pleased with his performance as Commanding Officer. I highly recommend Deputy Inspector Mauriello to continue in his current assignment as	vic and community ling Officer. . assignment as
Commanding Officer of the Usi Precine.	er of the Usi Fr	901100			
This Performance Evaluation takes into account the employee's compliance with the Department's EEO Guidelines and Federal Title VII statutes and whether the employee was disciplined as a result of same. The Ratce's rights and responsibilities regarding EEO	tes into account employee was dis	the employee's cosciplined as a resu	ompliance ilt of same	s with the Department s. The Ratce's rights an	's BBO Guidelines and Federal d responsibilities regarding BBO
issues were discussed.	=			Rate	Rater's Initials:
5. EDUCATION: Check Highest	Check Highest level Achieved	HIGH	HIGH SCHOOL	SOME COLLEGE	(No. of Credils)
ASSOCIATE DEG.	X BACHELOR'S DEG.	3. MASTER'S DEG.	ER'S DEG.	☐ DOCTORATE	☐ JURIS DOCTORATE
HAS MEMBER INCREASED ACHIEVEMENT/CREDIT LEVEL DURING RATING PERIOD?	HIEVEMENT/CR	EDIT LEVEL DUR	ING RATI	NG PERIOD? Yes	s 🛣 No
6. Number of times reported sick in past 12 months:	Number of work days on sick report in past 12 months:	k days on sick 12 months:	Number of in past 1	Number of times Line of Duty in past 12 months:	Total work days lost: Reg. sick days 0 Line of Duty 0
0	0				Total No.
7. Rater's Name		Rank/Title		Command	Date Assigned to Command
Steven A. Defranco		Inspector			-
SIGNATURE				Last 4 Digits of Soc. Sec	Sec. No. Tax Number
8. Reviewer's Name		Rank/Title		Command	Date Assigned to Command
SIGNATURE				Last 4 Digits of Soc. Sec. No.	. No. Tax Number

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Steven A. DeFranco

TAX NO.

ASSIGN/COMMAND

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EMPLOYEE MANAGEMENT DIVISION AT THE BEGINNING OF THE RATING PERIOD BE FORWARDED MUST COMPLETED PAGE X RANKINAME NOTE

Completed and Discussed With the Ratee At the Beginning of the Evaluation Period) KEY RESULT AREAS AND PERFORMANCE EXPECTATIONS

listed below. KRA's are those functions and work responsibilities which represent the fundamental reasons why the ratee's position exists. They are the most important areas in which the ratee is expected to perform. Each Key Resultare will include a description of the responsibility. Adjacent to each responsibility the rater will indicate, in the caption provided, what will be expected of the ratee in order to perform the KRA adequately. This will be a statement describing what conditions will prevail if the KRA is met. A performance expectation is that which the rater will examine to determine if the ratee met the listed Key Result Area. The Rater and Ratee will list each of the ratee's Key Result Areas (KRA's), in order of importance, in the captions

(Year)2009 (Day)_ Rater's Init: Initials To (Mo.) MM 2008 (Year) Ralee's Initials 01 (Day) 07/11/2009 07 FROM (Mo.) RATING PERIOD:

PERFORMANCE EXPECTATIONS

Indicate Level of Performance Expected to Fulfill KRA

Monitor complaints reports, identify patterns and trends, and coordinate efforts with crime analysis and precinct personnel to reduce crime.

Monitor MOS chronic sick, confer with MOS who are nearing chronic sick designation in and effort to reduce MOS from becoming chronic.

Achieve arcest activity and gather information becations. Develop information sources within elecations. Bevelop information sources within elecations. are nearing chronic sick designation in and effort to reduce MOS from becoming chronic. Monitor MOS chronic sick, confer with PERFORMANCE EXPECTATIONS Monitor complaints reports, iden trends, and coordinate efforts wanalysis and precinct personnel Indicate KEY RESULT AREAS of importance CRIME REDUCTION DATE OF DISCUSSION: SICK CHRONIC Listed in order

INCREASE COMMAND PRODUCTIVITY

Thers. Neview of the control of assignment noted as the control of civilian reduce earners. e for the type (admin) ensure that the Identify high overtime reasonable arrest, and reports is re (ie; MULTOR OVERTIME

Review O/T

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encom

and

and monitor programs to reduce ints. Address community leaders

community participation.

Create and monitor | complaints. Address

CIVILIAN COMPLAINTS

THIS SECTION TO BE COMPLETED AT THE END OF THE RATING PERIOD (attach second sheet if necessary): List any other factors which specifically affected performance in the above KRA's. Indicate by number which KRA was affected and explain below. Also indicate reason for departure from originally established Key Result Areas. (Cite accomplishments, deficiencies or failures, conditions which influenced attainment of specific performance expectations and other performance-related factors which occurred during the rating period):

PERFORMANCE ASSESSMENT To be Completed and Discussed with the Ratee at the End of the Evaluation Period)

From this discussion the rater will provide, in the Performance Achievements column, a detailed account of the ACTUAL accomplishments achieved during the rating period. Hence, if the original Performance Expectations listed three criteria for performance in a KRA, the Performance Achievements must The ratings for performance the Individual Assessment of Each KRA, must therefore be justified light of these actual Performance Achievements. Remember, these individual ratings will help Before doing this, however, the rater and the ratee must together complete the Performance Achievements column. each Key Result by checking the appropriate box under the column Individual Assessment of Each KRA. to form the basis for the Overall Evaluation which will be assigned to the ratee. criteria. for a rating of the three the rater will assign in each ACTUAL RESULTS In the captions provided below, each KRA, namely address the

			¥		
PERFORMANCE ACHIEVEMENTS	INDIVIDUAL	INDIVIDUAL ASSESSMENT OF EACH KRA	EACHKRA		Ca
ate at Antical Actions and Entitling KPA	WELL ABOVE ABOVE STANDARDS STANDARDS	VE MEETS ARDS STANDARDS	BELOW	WELL BELOW STANDARDS	se 1:
indicate Actual Acinevenients, Furning Arry					10-c
CRIME REDUCTION	Comments: Analyzed crime to to address periodi lead to an almost	Comments: Analyzed crime trends and developed plans during the period to address periodic spikes in robbery and shootings which has lead to an almost 9% reduction in index crimes.	ed plans durii y and shootin ıdex crimes.	ng the period gs which has	v-06005-RW
					/S C
CHRONIC SICK	Comments: Averaged 2.0% (designated chron conferred with M an effort to reduc	Comments: Averaged 2.0% (4 members) of this command were designated chronic sick. Deputy Inspector Mauriello has conferred with MOS who are nearing chronic designation in an effort to reduce members becoming chronic.	s command w spector Maur ng chronic de ning chronic.	ere iello has signation in	Ocument 38
	×				8-1
INCREASE COMMAND PRODUCTIVITY	GRABITSEPATY In has achieved a si Robbery and Bur number Quality	GRABITGELATION Inspector Mauriello leadership the 081 precinct has achieved a sizeable increase in Precinct arrests (including Robbery and Burglary arrests) and has vastly increased number Quality of life(Criminal Court summonses) issued.	leadership th Precinct arre has vastly in ourt summon	e 081 precinct sts (including creased ses) issued.	Filed 02/12/1
7	×				.5 P
MONITOR OVERTIME	Comments: Deputy Inspecto earners, reviewe submitted is reas	Comments: Deputy Inspector Mauriello has identified high overtime earners, reviewed overtime reports and ensured that overtime submitted is reasonable for the type of assignment indicated.	entified high s and ensured e of assignm	overtime that overtime ent indicated.	age 12 of 29
	×				
CIVILLIAN COMPLAINTS	Comments: Civilian Comple receiving comple community lead times. Civilian	Comments: Deputy Inspector Mauriello has maintained a Civilian Complaint reduction program by counseling MOS receiving complaints and maintaining a relationship with community leaders to ensure professionalism by Officer at all times. Civilian complaints have decrease by 7, (21 in 2008)	Mauriello has gram by coun ning a relation essionalism b lecrease by 7,	seling MOS seling MOS sship with y Officer at all (21 in 2008)	1842
RECOMMENDATIONS (if relevant):	vs. (14 in 2009)	vs. (14 in 2009) during the rating period	perioa.		

at the End of the Evaluation Period) (To be Completed VERIFICATION

"I have shown this Performance Evaluation to the ratee and have fully discussed its contents."

"I have read this Performance Evaluation and I have received a copy of it."

Ratee's Signature

Rater's Signature
Ratee's Signature

wish to appeal this Evaluation." (A.G. 314-11)

SM00334 Page 3









CAPTAIN THROUGH DEPUTY CHIEF PD 439-1517 (Rev. 01-06) THIS FORM MUST BE TYPED	ALUATION 4 DEPUTY CHIE 5) ST BE TYPE	L 9		
SHONOME	FIRST	_	A.I. RANK	COMMAND/ASSIGNMENT
Mauriello	Steven	M.	M. Captain	081 Pct Commanding Officer
		TAKE OVER TAX NI IME	ER	DATE ASSIGNED TO COMMAND
LAST 4 DIGITS OF SOC. SEC. NO.	Ž	TIME TO THE TOTAL PROPERTY.	í	/000/00/01

members a11 of functionality and performance the proper Brief Description of Duties) Ensure Pct. 081 nand the command. Command the comm

	SPECIFY	to: June 30, 2008		WELL BELOW T	
		7	S.	7	
A OTHER		July 1, 200	OK FOR DEFINITIO	BELOW STANDARDS	7
ANSFE		od From	JIDEBO(က	MO. 5
VINTERIM / VEDOBATION / VERANSFER () OTHER		Covers Rating Period From July 1, 2007	OVERALL EVALUATION: MUST REFER TO THE ACCOMPANYING GUIDEBOOK FOR DEFINITIONS.	MEETS STANDARDS	ENGTH OF TIME RATER HAS SUPERVISED RATEE: YR.
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ALL A LANGUAGE AND	(X) ANNUAL	Date Prepared:	OVERALL EVALI	WELL ABOVE STANDARDS	IT AO HICHAI

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: Rater to discuss the basis for the OVERALL EVALUATION which should be based on the attainment of performance expectations and performance factors listed in this report.

During this rating period Captain Mauriello served as both the Executive and RATER'S COMMENTS 4

assignments during the rating period. As the Executive Officer he was responsible for handling reduction in accidents and in addition the summons productivity in hazardous summonses has vastly improved over the same period the previous year. He also supervised the Special Operations Units and through his leadership gun arrests and overall productivity also greatly Commanding Officer of the 081 Precinct. He has demonstrated high competence in both his the traffic program in the 081 Precinct. Through his efforts the 081 precinct has had 10.4 %

It the capacity as Commanding Officer of the 081 Precinct the 081 from December 2007 until the end of the rating period, the 081 Precinct has seen an almost 13 % reduction in index crimes and an 18% percent reduction in homicides. The overall cleanliness and performance in the precinct as improved during the rating period.

leaders and the community is presently pleased with his performance as Commanding Officer.

Captain Mauriello is a hard working and dedicated member of the New York City Police
Department and is dedicated to its values and overall mission. I highly recommend Captain Captain Mauriello has built strong and close relationship with civic and community

Mauriello to continue in his current assignment as Commanding Officer of the 081 Precinct.

This Performance Evaluation takes into account the employee's compliance with the Department's EEO Guidelines and Federal Title VII statutes and whether the employee was disciplined as a result of same. The Ratee's rights and responsibilities regarding EEO

issues were discussed.

Rater's Initials:

Date Assigned to Command Date Assigned to Command ☐ JURIS DOCTORATE 09/04/2002 Total work days lost:
Reg. sick days 0 02/15/2008 Tax Number (No. of Credits) Tax Nur X No Total No. Š Last 4 Digits of Soc. Sec. No. □ Yes SOME COLLEGE ☐ DOCTORATE Number of times Line of Duty in past 12 months: Soc. Jo HAS MEMBER INCREASED ACHIEVEMENT/CREDIT LEVEL DURING RATING PERIOD? Last 4 Digits of PBBN Command Command PBBN 0 MASTER'S DEG. ☐ HIGH SCHOOL Chief Inspector Number of work days on sick report in past 12 months: Rank/Title Deputy 0 X BACHELOR'S DEG. Check Highest level Achieved Defranco Number of times reported sick in past 12 months: Silks ASSOCIATE DEG. Reviewer's Name A Ļ, 0 Steven **EDUCATION:** Steven Rater's Name SIGNATURE SIGNATURE က် 6

Reviewer: Comments and Recommendations

Maurie110 Σ Steven RATEE'S RANK/NAME A. DeFranco Steven

RATER'S RANK/NAME

PBBN ASSIGN:/COMMAND

THE 0 THE BEGINNING OF THE RATING PERIOD FORWARDED BE MUST PAGE COMPLETED **EMPLOYEE MANAGEMENT DIVISION AT** THIS OF **PHOTOCOPY** ⋖ NOTE:

EXPECTATIONS AND PERFORMANCE KEY RESULT AREAS

listed below. KRA's are those functions and work responsibilities which represent the fundamental reasons why the ratee's position exists. They are the most important areas in which the ratee is expected to perform. Each Key Rest. Area will include a description of the responsibility. Adjacent to each responsibility the rater will indicate, in the caption provided, what will be expected of the ratee in order to perform the KRA adequately. This will be a statement describing what conditions will prevail if the KRA is met. A performance expectation is that which the rater will examine to determine if the ratee met the listed Key Result Area. The Rater and Ratee will list each of the ratee's Key Result Areas (KRA's), in order of importance, in the captions (To Be Completed and Discussed With the Ratee At the Beginning of the Evaluation Perlod)

(Year) 2007 To (Mo.) 06 (Day) 30 (Year) 2008 Ratee's Initials	PERFORMANCE EXPECTATIONS	Indicate Level of Performance Expected to Fulfill KRA	Monitor complaint reports, identify patterns and trends, coordinate efforts with crime analysis and precinct personnel to reduce crime	Monitor MOS chronic sick, confer with MOS who are nearing chronic sick designation in and effort to reduce MOS from becoming chronic	Achieve arrest activity and gather information using targeted enforcement at violence prone locations. Develop information sources within the community to identify targeted offenders.	Identify high overtime earners. Review O/T reports and ensure that the overtime submitted is reasonable for the type of assignment noted(ie; arrest, admin)	Create and monitor programs to reduce civilian complaints. Address community leaders and encourage community participation.
RATING PERIOD: FROM (Mo.) 07 (Day) 01 DATE OF DISCUSSION: 09/12/2008	KEY RESULT AREAS	Listed in order of importance	1. CRIME REDUCTION	2. CHRONIC SICK	3. INCREASE COMMAND PRODUCTIVITY	4. MONITOR OVERTIME	5. CIVILLIAN COMPLAINTS

Case 1:10-cv-06005-RWS Document 388-1 Filed 02/12/15 Page 14 of 29

List any other factors which specifically affected performance in the above KRA's. Indicate by number which KRA was affected and explain below. Also indicate reason for departure from originally established Key Result Areas. (Cite accomplishments, deficiencies or failures, conditions which influenced attainment of specific performance expectations and other performance-related factors which occurred during the rating period): COMPLETED AT THE END OF THE RATING PERIOD (attach second sheet if necessary):

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9 EMPLOYEE MANAGEMENT DIVISION AT THE BEGINNING OF THE RATING PERIOD FORWARDED Ш MUST PHOTOCOPY OF THIS COMPLETED PAGE ⋖

TAX NO.

Deputy Inspector Robert Brower

RATER'S RANK/NAME_

NOTE:

KEY RESULT AREAS AND PERFORMANCE EXPECTATIONS

The Rater and Ratee will list each of the ratee's Key Result Aréas (KRA's), in order of Importance, in the captions Completed and Discussed With the Ratee At the Beginning of the Evaluation Period) (To Be (

ratee's position exists. They are the most important areas in which the ratee is expected to perform. Each Key Result Area will include a description of the responsibility. Adjacent to each responsibility the rater will indicate, in the caption provided, what will be expected of the ratee in order to perform the KRA adequately. This will be a statement describing what conditions will prevail if the KRA is met. A performance expectation is that which the rater will exlisted below. KRA's are those functions and work responsibilities which represent the fundamental reasons why the amine to determine if the ratee met the listed Key Result Area.

RATING PERIOD: FROM (Mo.) July (Day) 01 (Year) 2007 To (Mo.) June (Day) 30 (Year) 2008 DATE OF DISCUSSION: July 31, 2007 Initials

PATING PERIOD: FROM (Mo.) July (Day) U1 (Year) 2007 Patee's July 31, 2007 Initials	Month of the Mater's Mary 2004 (Year) 2004
KEY RESULT AREAS	PERFORMANCE EXPECTATIONS
Listed in order of importance	Indicate Level of Performance Expected to Fulfill KRA
CRIME REDUCTION	Monitor complaint reports, identify patterns and trends, coordinate efforts continue analysis and precinct personnel to reduce crime.
CHRONIC SICK	Monitor MOS chronic sick, confer with MOS Q who are nearing chronic sick designation on in effort to reduce MOS from becoming chronid bottonical
3, IMPROVE TRAFFIC CONDITIONS	Confer with D.O.T. Borough Commissioner and Precinct Traffic Team to identify all concerns and take necessary steps to reduce accidents and improve traffic flow.
4, MONITOR OVERTIME	Identify high overtime earners. Review a O/T reports and ensure that the overtime a submitted is reasonable for the type of assignment noted (ie; arrest, admin) o
5. ADMINISTRATIVE FUNCTIONS	Monitor the self-inspections system. Identify administrative fallacies and ensure compliance with procedures set by Quality Assurance.

THIS SECTION TO BE COMPLETED AT THE END OF THE RATING PERIOD (attach second sheet if necessary):
List any other factors which specifically affected performance in the above KRA's, Indicate by number which KRA was affected and explain below. Also indicate reason for departure from originally established Key Result Areas. (Cite accomplishments, deficiencies or failures, conditions which influenced attainment of specific performance expectations and other performance-related factors which occurred during the rating period):

To be Completed and Discussed with the Ratee at the End of the Evaluation Period) PERFORMANCE ASSESSMENT

address the ACTUAL RESULTS in each of the three criteria. The ratings for performance in each KRA, namely the **Individual Assessment of Each KRA**, must therefore be justified in light of these actual **Performance Achievements.** Remember, these individual ratings will help account of the ACTUAL accomplishments achieved during the rating period. Hence, if the original Performance Expectations listed three criteria for performance in a KRA, the Performance Achievements must however, the rater and the ratee must together complete the **Performance Achievements** column. From this discussion the rater will provide, in the **Performance Achievements** column, a detailed account of the ACTUAL accomplishments achieved during the rating period. Hence, if the original each Key Result by checking doing this, Before KRA. Each to form the basis for the Overall Evaluation which will be assigned to the ratee rating for box under the column Individual Assessment of Ø assign the rater will In the captions provided below, the appropriate

PERFORMANCE ACHIEVEMENTS	NON	IDUAL ASSE	INDIVIDUAL ASSESSMENT OF EACH KRA	EACH KRA	
	WELL ABOVE STANDARDS	ABOVE STANDARDS	MEETS	BELOW STANDARDS	WELL BELOW STANDARDS
	Ø				
RIME REDUCTION	Comments: Analyzed crir to address per lead to an alm	i: ime trends a ariodic spike most 13% r	Comments: Analyzed crime trends and developed plans during the period to address periodic spikes in robbery and shootings which has lead to an almost 13% reduction in index crimes.	d plans during and shooting ndex crimes.	g the period ss which has
	×				
CHRONIC SICK	Comments: 1.39% (2 members sick. Captain Mau nearing chronic de becoming chronic.	s: embers) of t in Mauriello onic designa hronic.	Comments: 1.39% (2 members) of this command are designated chronic sick. Captain Mauriello has conferred with MOS who are nearing chronic designation in an effort to reduce members becoming chronic.	i are designa ed with MOS fort to reduce	ted chronic who are members
	A				
INCREASE COMMAND PRODUCTIVITY	Goder Peaple achieved a Robbery an number Qua	åin Mauriel sizeable inc d Burglary ality of life(Godff Captain Mauriello leadership the 081 precinct has achieved a sizeable increase in Precinct arrests (including Robbery and Burglary arrests) and has vastly increased number Quality of life(Criminal Court summonses) issued.	the 081 precinct arrests (increases the case was the case of case was the case of case	inct has ncluding reased es) issued.
		Ø			
MONITOR OVERTIME	Comments. Captain Mau reviewed ove	s: auriello has vertime rep is reasonabl	Comments: Captain Mauriello has identified high overtime earners, reviewed overtime reports and ensured that overtime submitted is reasonable for the type of assignment indicated	gh overtime e rred that over of assignme	earners, time nt indicated.
		X			
CIVILLIAN COMPLAINTS	Eaptumething reduction I and maints ensure procivilian co	Captume Mairiello has maintain reduction program by counselin and maintaining a relationship ensure professionalism by Officivilian complaints have increading the rating period.	Eaptith Mairiello has maintained a Civilian Complaint reduction program by counseling MOS receiving complaint and maintaining a relationship with community leaders to ensure professionalism by Officer at all times. However civilian complaints have increase by 5, (22 in 2008) vs. (1907) during the rating period.	a Civilian Co AOS receivin community at all times. I by 5, (22 in 20	Eaptith Mairiello has maintained a Civilian Complaint reduction program by counseling MOS receiving complaints and maintaining a relationship with community leaders to ensure professionalism by Officer at all times. However civilian complaints have increase by 5, (22 in 2008) vs. (17 in civilian complaints beriod.
RECOMMENDATIONS (if relevant):	7007 mm	me me su	0		

VERIFICATION (To be Completed at the End of the Evaluation Period) "I have shown this Performance Evaluation to the ratee and have fully discussed its contents."

"I have read this Performance Evaluation and I have

received a copy of it."

"I wish to appeal this Evaluation." (A.G. 314-11)

Ratee's Signature

Rater's Signature

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Date //17/

Ratee's Signature

SM60338

DIRECTIONS

7 (Page

- Caption "Present Assignment": indicate general nature of ratee's duties. All captions must be typewritten. Вох
- b) indicate date evaluation was prepared and dates check reason for submitting evaluation; of rating period a \sim Box
- by ratings for individual Key Result Areas as well as the priority or importance of each key responsibility. As a general guideline, if one or two key responsibilities far outweigh the others in importance, the supervisor should center the overall rating around these responsibilities, deviating only if the ratings for the less important responsibilities are significantly higher or lower. Any deviation from the tendency indicated by the individual Key Result Areas ratings must be explained. In arriving at an overall rating the supervisor should also consider performances not covered by the manager's Key Result Area statements. These would also include special projects which came up during the rating period, unanticipated difficulties, or unusual consequences. REFER TO DEFINITIONS OF STANDARDS IN GUIDE. The Overall Evaluation should be based on the general tendency indicated appropriate box. ŝ Box
 - Rater to comment on the ratee's overall performance and indicate the basis for the Overall Evaluation. In addition, when evaluating a precinct commander, document this individual's overall community relations performance. 4 Box
- & 8 Appropriate boxes must be checked and captions must be typewritten. _ တ် ດ້ Box
- and recommendations pertinent to the performance the evaluation is manifestly fair and accurate The reviewer's responsibility is to determine that It is the reviewer's option to offer comments and of the ratee. 6 Box

AT THE BEGINNING OF THE RATING PERIOD THE RATER AND THE RATEE TOGETHER WILL COMPLETE THE CAPTIONS UNDER THE HEADING "KEY RESULT AREAS" AND "PERFORMANCE EXPECTATIONS." A PHOTOCOPY OF PAGE 2 WILL BE FORWARDED TO THE EMPLOYEE MANAGEMENT DIVISION, ROOM 1000, AT THE BEGINNING OF THE RATING PERIOD (Page 2) AT THE

Case 1:10-cv-06005-RWS Document 388-1 Filed 02/12/15 Page 17 of 29

represent the most important responsibilities of the ratee and are the fundamental reasons why the ratee's position exists. They KEY RESULT AREAS must be discussed with and understood by the ratee.

PERFORMANCE EXPECTATIONS, as well, must be discussed and understood by the ratee. They are those measurements of output and or/outcome (achievements, quality of work, results, etc.) which the rater will examine to determine if the ratee met the Key Result Areas.

3: TO COMPLETED AT THE END OF THE RATING PERIOD. OF PAGE OF PAGE 2 AND ALL BOTTOM

Under the caption "THIS SECTION TO BE COMPLETED AT THE END OF THE RATING PERIOD", the rater may choose to address the particular KRA(s) with specific comments.

Under the caption "PERFORMANCE ACHIEVEMENTS" will be listed the actual achievements accomplished by the end of the rating period. These are to be contrasted against the original PERFORMANCE EXPECTATIONS established at the beginning of the rating period. Hence, post-performance RESULTS are viewed in light of the pre-performance expectation. a rating for each Key and explain the basis ASSESSMENT OF EACH KRA", the rater will assign a rating for Result Area by checking the appropriate box and make written comments which justify Under the caption "INDIVIDUAL for the selected rating.

Under the caption "RECOMMENDATIONS", the rater may make recommendations and/or discuss plans for future assignments and goals of the ratee.

of the evaluation period the rater will sign the space provided to indicate that sign and the space provided to indicate that he/she has read the completed evaluation and has been provided The ratee will and discussed with, the ratee. shown to, evaluation has been - At the END the performance VERIFICATION

If the ratee wishes to appeal the evaluation he/she will sign and date the appropriate caption.

DISTRIBUTION

- **EMPLOYEE MANAGEMENT** ORIGINAL *
- RATEE **PHOTOCOPY** *
- COMMAND FILE РНОТОСОРУ









	COMMAND/ASSIGNMENT	. 081 Precinct/X.0.	ATAG	. 09/22/2006	Strict Description of Duties, strategies, traffic stat program, assistance to
PERFORMANCE EVALUATION CAPTAIN THROUGH DEPUTY CHIEF PD 439-1517 (Rev. 11-38)-Pent	THIS FORM MOST DE	VAME FIRST	Steven J Capitali	IAL SECURITY NUMBER	Brief Description of Duties Control (Brief Description of Duties)

() OTHER Command Operations,) TRANSFER overall) PROBATION the Executive Officer-Monitor cra Commanding Officer regarding Officer REASON FOR SUBMITTING Commanding

RATER'S COMMENTS: Rater to discuss the basis for the OVERALL EVALUATION which should be based on the attainment of performance factors listed in this report. WELL BELOW STANDARDS OVERALL EVALUATION: MUST REFER TO THE ACCOMPANYING GUIDEBOOK FOR DEFINITIONS. 2 BELOW
STANDARDS Ten (10) MO. က MEETS STANDARDS LENGTH OF TIME RATER HAS SUPERVISED RATEE: YR. X ABOVE STANDARDS വ STANDARDS 4 က်

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July 01

Covers Rating Period From

2007

July 29.

Date Prepared:

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Westernaments of the NYC Police Department. I highly recommend During this rating period Captain Mauriello was assigned as the Executive Officer of the 81st Precinct. He has demonstrated his abilities in his assigned areas. As the traffic Stat coordinator, the traffic program has excelled by posting a 10.4% reduction in accidents. In addition, the summons productivity has vastly improved in hazardous in accidents. In addition, The Anti-Crime Unit has sparked a major increase in Operations Unit in the command. The Anti-Crime Unit has sparked a major increase in Operations Unit in the command, surpassing the overall 2005 number in 2006 by 1.4% (139 vs. gun arrests for the command, surpassing the overall, productivity has increased 137). In 2007 gun arrests are up 45% (87 vs. 60). Overall, productivity has increased in PSB Arrests, seven major arrests and DWI arrests. He has maintained a strong relation ship in the community which has led to a 26% decrease in Civilian Complaints. Captain values hard working and dedicated member of this command who is dedicated to the Values maintained the mission of this command and the NYC Police Department. I highly recommend and the mission of this command and the NYC Police Department. Captain Mauriello for a position as a Commanding Officer

This Performance Evaluation takes into account the employee's compliance with the Department's EEO Guidelines and Federal Title VII statutes and whether the employee was disciplined as a result of same. The Ratee's rights and responsibilities regarding EEO Rater's Initials: 19 isques were discussed.

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	HAS MEMBER INCREASED AC		VIII To ani I comit to a - 1	Total work days lost:
9	Number of times reported sick in past 12 months:	Number of work days on sick report in past 12 months:	Number of times care of care in past 12 months:	Reg. sick days
		# C	0	Total #0
#	0		Command	Date Assigned to Command
7	Rater's Name	Hally line		08/02/2002
	Robert J. Brower	Deputy Inspector	Social	Tax Number
	SIGNATURE 1,72			16,650
	8 P	Rank/Title	Command	Date Assigned to Command
ω	8. Reviewer's Name	Transcript	PBBN	10/02/2002
	Thomas J. Moran	TIPOCCOT	Social Security Number	Tax Number
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TAX NO. Brower 片 Deputy Inspector Robert RATER'S RANK/NAME

뽀 PERIOD 2 RATING FORWARDED Ю BE THE BEGINNING MUST PAGE COMPLETED $\mathsf{A}\mathsf{T}$ DIVISION THIS EMPLOYEE MANAGEMENT P **PHOTOCOPY** NOTE:

and PERFORMANCE EXPECTATIONS **KEY RESULT AREAS**

listed below. KRA's are those functions and work responsibilities which represent the fundamental reasons why the ratee's position exists. They are the most important areas in which the ratee is expected to perform. Each Key Result Area will include a description of the responsibility. Adjacent to each responsibility the rater will indicate, in the caption provided, what will be expected of the ratee in order to perform the KRA adequately. This will be a statement describing what conditions will prevail if the KRA is met. A performance expectation is that which the rater will examine to determine if the ratee met the listed Key Result Area. The Rater and Ratee will list each of the ratee's Key Result Areas (KRA's), in order of Importance, in the captions Completed and Discussed With the Ratee At the Beginning of the Evaluation Period) (To Be

Ratee's M initials M initials M	PERFORMANCE EXPECTATIONS	Indicate Level of Performance Expected to Fulfill KRA	Monitor Complaint Reports to identify trends, coordinate efforts with Crime Analysis and Precinct personnel to reduce crime in targeted areas.	Achieve arrest activity and gather information using targeted enforcement at violence prone locations. Develop information sources within the community to identify targeted offenders.	Monitor MOS on sick, confer with any MOS who are nearing chronic designation in an effort to reduce MOS on chronic sick.	Identify high overtime earners. Review O/T reports to ensure that the O/T submitted is reasonable for the type of assignment.	Create and monitor programs to reduce civilian complaints. Address community leaders and encourage community participation.
RATING PERIOD: FROM (Mo.)July (Day) 01 Rat DATE of DISCUSSION:	KEY RESULT AREAS	Listed in order of importance	CRIME REDUCTION	2. INCREASE COMMAND PRODUCTIVITY	3, CHRONIC SICK	OVERTIME	civilian complaints

Case 1:10-cv-06005-RWS Document 388-1 Filed 02/12/15 Page 19 of 29

THIS SECTION TO BE COMPLETED AT THE END OF THE RATING.PERIOD (attach second sheet if necessary): List any other factors which specifically affected performance in the above KRA's. Indicate by number which KRA was affected and explain below. Also indicate reason for departure from originally established Key Result Areas. (Cite accomplishments, deficiencies or failures, conditions which influenced attainment of specific performance expectations and other performance-related factors which occurred during the rating period):

THE ADI/PBBN 0 OF THE RATING PERIOD FORWARDED ASSIGN:/COMMAND BE MUST THE BEGINNING PAGE COMPLETED TAX NO **DIVISION AT** THIS A PHOTOCOPY OF THIS EMPLOYEE MANAGEMENT INSPECTOR MORAN OF PHOTOCOPY RATER'S RANK/NAME_ RATEE'S RANK/NAME_ NOTE

KEY RESULT AREAS AND PERFORMANCE EXPECTATIONS

ratee's position exists. They are the most important areas in which the ratee is expected to perform. Each Key Result Area will include a description of the responsibility. Adjacent to each responsibility the rater will indicate, in the caption provided, what will be expected of the ratee in order to perform the KRA adequately. This will be a statement describing what conditions will prevail if the KRA is met. A performance expectation is that which the rater will exlisted below. KRA's are those functions and work responsibilities which represent the fundamental reasons why the The Rater and Ratee will list each of the ratee's Key Result Areas (KRA's), in order of importance, in the captions (To Be Completed and Discussed With the Ratee At the Beginning of the Evaluation Period) 9 amine to determine if the ratee met, the listed Key Result Argence

(Year)

(Year) To (Mo.) Rater's (Vear) Initials	PERFORMANCE EXPECTATIONS Indicate Level of Performance Expected to Fulfill KRA MONITOR COMPLAINT REPORTS TO IDENTIFY TRENDS, COORDINATED EFFORTS WITH CRIME ANALYSIS AND PRECINCT PERSONNEL TO REDUCE CRIME IN TARGETED AREAS	ACHIEVE ARREST ACTIVITY AND GATHER INFORMATION USING TARGETED ENFORCEMENT AT VIOLENCE PRONE LOCATIONS. DEVELOP INFORMATION SOURCES WITHIN THE COMMUNITY TO IDENTIFY. TARGETED OFFENDERS	MONITOR MOS ON SICK, CONFER WITH ANY MOS WHO ARE NEARING CHRONIC SICK DESIGNATION IN AN EFFORT TO REDUCE MOS ON CHRONIC SICK.	IDENTIFY HIGH OVERTIME EARNERS. REVIEW OT REPORTS OF HIGH OT EARNERS TO ENSURE OT SUBMITTED IS REASONABLE FOR TYPE OF ASSIGNMENT.
RATING PERIOD: FROM (Mo.) -8/17/06 (Day) FROM (Mo.) -8/17/06 (Day)	Listed in order of importance 1. CRIME REDUCTION	2. INCREASE COMMAND PRODUCTIVITY	3. CHRONIC SICK	4. OVERTIME

Case 1:10-cv-06005-RWS Document 388-1 Filed 02/12/15

COMPLETED AT THE END OF THE RATING PERIOD (attach second sheet if necessary): hich specifically affected performance in the above KRA's. Indicate by number which KRA was List any other factors which specifically affected performance in the above KRA's, Indicate by number which KRA was affected and explain below. Also indicate reason for departure from originally established Key Result Areas, (Cite accomplishments, deficiencies or failures, conditions which influenced attainment of specific performance expectations and other performance-related factors which occurred during the rating period): SECTION TO BE

CREATE AND MONITOR PROGRAMS TO REDUCE CIVILIAN COMPLAINTS. ADDRESS COMMUNITY LEADERS AND ENCOURAGE COMMUNITY PARTICIPATION.

CIVILIAN COMPLAINTS

in

(To be Completed and Discussed with the Ratee at the End of the Evaluation Period) PERFORMANCE ASSESSMENT

each Key Result Area by checking column Individual Assessment of Each KRA. Before doing this, From this discussion the rater will provide, in the Performance Achievements column, a detailed a KRA, the remainer for performance in each KRA, namely the **Individual Assessment of Each KRA,** must therefore be justified in light of these actual **Performance Achievements.** Remember, these individual ratings will help however, the rater and the ratee must together complete the Performance Achievements column. accomplishments achieved during the rating period. Hence, if the original to form the basis for the Overall Evaluation which will be assigned to the ratee. Achievements must address the ACTUAL RESULTS in each of the three criteria. .⊑ for performance a rating for In the captions provided below, the rater will assign criteria Expectations listed three box under the account of the ACTUAL the appropriate Performance

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PERFORMANCE ACHIEVEMENTS	INDIVIDUAL ASSESSMENT OF EACH KRA	as
Indicate Actual Achievements Fulfilling KRA	WELL ABOVE ABOVE MEETS BELOW WELL BELOW STANDARDS STANDARDS STANDARDS STANDARDS	
CRIME REDIICHION	Comments:	10-cv-(
	Analyzed crime trends and developed plans during the period to address perodic spikes in robbery and shooting incidents.	06005-RW
INCREASE COMMAND PRODUCTIVITY		S Docu
	Sizable increases in hazardous summonses, seat belt summonses and double parking summonses as well and increase in Criminal Court summonses. PSB, DWI, 7 Majors and Gun arrests have increases.	ment 388
CHRONIC STOK	Comments:	-1 File I
	3.4% (6 members) of this command are designated chronic sick. Captain Mauriello has conferred with MOS who are nearing chronic designation it effort to reduce members becoming chronic.	од <mark>1,2/15</mark> од 1,1-6-6-1 оп 1,1-6-6-1
OVERTIME	Comments:	5 Page
	Captain Mauriello has identified high overtime carners, reviewed overtime reports and ensured that overtime submitted is reasonable for the cape of assignment indicated.	overtime 5 consured o for the 6 consume 6 cons
CIVILIAN COMPLAINTS	Comments:	8
+	Captain Mauriello has maintained a Civilian Complaint reduction program by counseling MOS receiving complaints and maintaining a relationship with community leaders to ensure profession alism by Officers at all times.	rilian ling MOS a relation- profession-
RECOMMENDATIONS (if relevant):	riod.	

(To be Completed at the End of the Evaluation VERIFICATION

Period)

"I have shown this Performance Evaluation to the ratee and have fully discussed its contents."

"I have read this Performance Evaluation and I have of it." received a copy

SM00343

"I wish to appeal this Evaluation." (A.G. 303-20)

Ratee's Signature

PERFORMANCE EVALUATION CAPTAIN THROUGH DEPUTY CHIEF PD 439-1517 (Rev. 11-98)-Pent

THIS FORM MUST BE TYPED





1. SURNAME	FIRST	M.L.	RANK	Ö	COMMAND/ASSIGNMENT	IGNMENT
A A LIBIEL I	STEVEN		CAPTAIN	AIN		BNBC/ CO
Į.	ABER	EMPLOYEE TAX NUMBER	ABER	à	ATE ASSIGNEI	DATE ASSIGNED TO COMMAND
				10/00/		
LZ C	T (Brief Description of Dutie	buttle		Apara		
Commanding Officer while maintaining pe	r; responsible for the presonal contact and a	Commanding Officer; responsible for the overall performance, efficiency, and discipline of personnel under his command while maintaining personal contact and addressing the needs of the community.	, efficiency, and f the communit	l discipline o y.	t personnel u	nder nis command
2. REASON FOR SUBMITTER (X ANNUAL ()	IING:) INTERIM () P	INTERIM () PROBATION () TRANSFER () OTHER_	TRANSFER	() OTHE	Œ	SPECIFY
Date Prepared:	8/17/06	Covers Rating Period From	eriod From	-7/1/05		10:
OVERALI EVALUATIO	ON: MUST REFER	ION: MUST REFER TO THE ACCOMPANYING GUIDEBOOK FOR DEFINITIONS	YING GUIDEBO	OOK FOR D	EFINITIONS.	
WELL ABOVE 5	ABOVE STANDARDS	MEETS	S 3	BELOW STANDARDS	s 2	WELL BELOW STANDARDS [1]
]	ATER HAS SUPERV	/ISED RATEE: YR	1 MO			
4. RATER'S COMMENTS	S: Rater to discuss	the basis for the OVE	RALL EVALUAT	rion which s	hould be base	: Rater to discuss the basis for the OVERALL EVALUATION which should be based on the attainment of perfor-

STANDARDS

A RATER'S COMMENTS: Paler to discuss the basis for the OVERALL EVALUATION which should be based on the attainment of performance expectations and beformance factors itseld on this report.

During the 2005/2006 rating periods as the Commanding Officer of the Partol Borough North Anti-Crime Unit,

Captain Mauriello has demonstrated his abilities. His unit has improved with an increase of 15% in arrests and 16% in Captain Mauriello has demonstrated his abilities. His unit has improved with an increase of 15% in arrests and 16% in Captain Mauriello has demonstrated his abilities. His unit has improved with an increase of 15% in arrests and 16% in Captain Mauriello has demonstrated his abilities. His unit has enhanced the relationship of the police with the community reducing civilian complaints by firearm recoveries. His leadership has enhanced the relationship of the police with the community reducing civilian complaints by Trys. He is a hard working and dedicated professional who maintains a high degree of integrity.

This Performance Evaluation takes into account the employee's compliance with the Department's EEO Guidelines and Federal issues were discussed.

Print VII statutes and whether the employee was disciplined as a result of same. The Ratee's rights and responsibilities regarding EEG issues were discussed.

7.	5. EDUCATION: Check Highest level Achieved	level Achieved	□ HIGH SCHOOL	SOME COLLEGE (No. of Credits)	(No. of Credits)
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	HAS MEMBER INCREASED AC	CHIEVEMENT/CREDIT	LEVEL DURING RA	EASED ACHIEVEMENT/CREDIT LEVEL DURING RATING PERIOD?	of 2
9	6. Number of times reported sick in past 12 months:	Number of work days on sick report in past 12 months:		Number of times Line of Duty in past 12 months:	Total work days lost: C Reg. sick days Line of Duty
#	3	0 #	#		Total #0
- 1	7 Rater's Name	Rank/Title	Title	Command	Date Assigned to Command
•			Inspector	PBBN	10/2002
	Thomas J. Moran	,		Social Security Number	Tax Number
	C many	Mor			
a	Beviewer's Name	Rank	Rank/Title	Comm.	Date heading to command
	Michael A Marino	(Dep. Chief	PBBN	09/30/2005
	SIGNATURE	10/		Social Security Number	Tax Number
	ススター	7		MINSTERNATION OF THE PARTY OF T	STATE OF THE PARTY

Reviewer: Comments and Recommendations 6

-				10 4 140%
RATEE'S RANK/NAME	CAPT STEVEN MAURIELLO	TAX NO.	ASSIGN./COMMAND_	CU/BINACL
RATER'S RANK/NAME	INSPECTOR MORAN	TAX NO.	ASSIGN./COMMAND_ADJ/PBBN	ADJ/PBBN

THE 5 EMPLOYEE MANAGEMENT DIVISION AT THE BEGINNING OF THE RATING PERIOD FORWARDED 8日 MUST PAGE COMPLETED OF THIS **PHOTOCOPY** ⋖ NOTE:

AND PERFORMANCE EXPECTATIONS **KEY RESULT AREAS**

listed below. KRA's are those functions and work responsibilities which represent the fundamental reasons why the ratee's position exists. They are the most important areas in which the ratee is expected to perform. Each Key Result Area will include a description of the responsibility. Adjacent to each responsibility the rater will indicate, in the caption provided, what will be expected of the ratee in order to perform the KRA adequately. This will be a statement describing what conditions will prevail if the KRA is met. A performance expectation is that which the rater will examine to determine if the ratee met the listed Key Result Area. The Rater and Ratee will list each of the ratee's Key Result Areas (KRA's), in order of importance, in the captions (To Be Completed and Discussed With the Ratee At the Beginning of the Evaluation Period)

	Case :	1:10-cv-06005-RW	S Socument 388	-1 Filed 02/12/15	5 Page 23 of 29	
To (Mc.) Rater's (Day) (Year) Initials	PERFORMANCE EXPECTATIONS	MONITOR COMPLAINT REPORTS TO IDENTIFY TRENDS, COORDINATE. EFFORTS WITH CRIME ANALYSIS AND PRECINCT PERSONNEL TO REDUCE CRIME IN TARGETED AREAS	ACHIEVE ARREST ACTIVITY AND GATHER INFORMATION OSING TARGETED ENFORCEMENT AT VIOLENCE CONTRONE LOCATIONS. DEVELOP INFORMATION SOURCES WITHIN THE COMMUNITY TO IDENTIFY TARGETED OFFENDERS	MONITOR MOS ON SICK, CONFER WITH ANY MOS WHO ARE NEARING CHRONIC SICK DESIGNATION IN AN EFFORT TO REDUCE MOS ON CHRONIC SICK.	IDENTIFY HIGH OVERTIME EARNERS. REVIEW OT REPORTS OF HIGH OT EARNERS TO ENSURE OT SUBMITTED IS REASONABLE FOR TYPE OF ASSIGNMENT.	CREATE AND MONITOR PROGRAMS TO REDUCE CIVILIAN COMPLAINTS. ADDRESS COMMUNITY LEADERS AND ENCOURAGE COMMUNITY PARTICIPATION.
2005 6 (Year) 6 Ratee's Initials		380 381	4		,760	
RATING PERIOD: FROM (Mo.) 7 (Bay)	KEY RESULT AREAS	Listed in order of importance 1. CRIME REDUCTION	2. INCREASE COMMAND PRODUCTIVITY	3. CHRONIC SICK	4. OVERTIME	5. CIVILIAN COMPLAINTS

THIS SECTION TO BE COMPLETED AT THE END OF THE RATING PERIOD (attach second sheet if necessary):
List any other factors which specifically affected performance in the above KRA's. Indicate by number which KRA was affected and explain below. Also indicate reason for departure from originally established Key Result Areas. (Cite accomplishments, deficiencies or failures, conditions which influenced attainment of specific performance expectations and other performance-related factors which occurred during the rating period):

To be Completed and Discussed with the Ratee at the End of the Evaluation Period) PERFORMANCE ASSESSMENT

provided below, the rater will assign a rating for each Key Result by checkin box under the column Individual Assessment of Each KRA. Before doing this however, the rater and the ratee must together complete the Performance Achievements column account of the ACTUAL accomplishments achieved during the rating period. Hence, if the original Performance Expectations listed three criteria for performance in a KRA, the Performance Achievements mu formance in each KRA, namely the **Individual Assessment of Each KRA**, must therefore be justified in light of these actual **Performance Achievements.** Remember, these individual ratings will help to form the basis for the **Overall Evaluation** which will be assigned to the ratee. From this discussion the rater will provide, in the Performance Achievements column, a detaile for ratings The criteria. In the captions provided below, the rater will assign a rating for three of the each RESULTS in ACTUAL the appropriate

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HAS REDUCED MOS ON CHRONIC SICK TO LESS		×			1 Fi
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RECOMMENDATIONS (if relevant):

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and have fully discussed its contents."

"I have read this Performance Evaluation and I have received a copy of it."

Ratee's Signature

"I wish to appeal this Evaluation." (A.G. 303-20)









CAPTAIN THROUGH DEPUTY CHIEF PD 439-1517 (Rev. 11-98)-Pent THIS FORM MUST BE TYPED	1EF			
JANAME FIRST		M.t.	RANK	COMMAND/ASSIGNMENT
MAURIELLO STEVEN	~	Α. -	CAPTAIN	
UMBER	ENGRAPE	AX NUMBER		12/15/2004 E ASSIGNED TO COMMAND

ASSIGNMENT (Brief Description of Duties) PRESENT /

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ind discipline of personner under mis commercial		
nce, efficiency, and discipline of p	IS OF the community.	
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Commanding Officer: resp.	while maintaining personal	10

OD STIRMITTING.	ANNUAL () INTERIM () PROBATION () TRANSFER () OTHER SPECIFY 6/30/05		OVERALL EVALUATION: MUST REFER TO THE ACCOMPANYING GUIDEBOOK FOR DEFINITIONS.	BELOW WELL BELOW WELL BELOW AND STANDARDS [2] STANDARDS [1] STANDARDS [1]	LENGTH OF TIME RATER HAS SUPERVISED RATEE: YR MO6	RATER'S COMMENTS: Rater to discuss the basis for the OVERALL EVALUATION which should be based on the attainment of performance expectations and performance factors listed in this report. During the 2004/ 2005 rating period, Captain Mauriello has demonstrated excellent abilities during his tenure as the Executive Officer of the Precinct. His assistance to the Precinct Commander continued the command's crime Executive Officer of the Precinct. He also reduction. He was able to reduce traffic accidents and improve traffic conditions in the 77th Precinct. He also reduction. He was able to reduce traffic accidents and improve traffic for the residents of this precinct. Captain Mauriello's assisted the commanding officer in improving the quality of life for the Patrol Borough Brooklyn North
DEASON FOR SHIRMITTING:	X ANNUAL ()	Date Prepared:	OVERALL EVALUATI	WELL ABOVE STANDARDS	LENGTH OF TIME R	RATER'S COMMENTS: Rater to discuss the basis for the OVERALL EVALUATION which should be bas mance expectations and performance factors listed in this report. During the 2004/ 2005 rating period, Captain Mauriello has demonstrated excellent abilities during his Executive Officer of the 1914 Precinct. His assistance to the Precinct Commander continued the commerce reduction. He was able to reduce traffic accidents and improve traffic conditions in the 77th Precinct. Captainstited the commanding officer in improving the quality of life for the residents of this precinct. Captainstited the commanding officer in improving the quality of life for the residents of this precinct.

This Performance Evaluation takes into account the employee's compliance with the Department's EEO Guidelines and Federal Title VII statutes and whether the employee was disciplined as a result of same. The Ratee's rights and responsibilities regarding EEO issues were discussed. Rater's Initials:

ີ່ເດັ	EDUCATION: Check h	Highest level Achieved	HIGH	SCHOOL	☐ HIGH SCHOOL ☐ SOME COLLEGE (No. of Credits).	(No. of Credits)
	ASSOCIATE DEG.	M BACHELOR'S DEG.		MASTER'S DEG.	☐ DOCTORATE	☐ JURIS DOCTORATE
	HAS MEMBER INCREASED ACHIEVEMENT/CREDIT LEVEL DURING RATING PERIOD? Yes) ACHIEVEMENT/CR	EDIT LEVEL DU	JRING BATIF	NG PERIOD? ☐ Yes	No .
	6. Number of times reported sick in past 12 months:	Number of work days on sick report in past 12 months:		Number of in past 12 r	Number of times Line of Duty T in past 12 months:	Total work days log: Reg. sick days
#	0	0 #		0 #		Total #
7.	7. Rater's Name Thomas J. Moran		Rank/Title Inspector		Соттарвви	Date 652602d to Command
	SIGNATURE	Mon		S	Socia	
ထံ	8. Reviewer's Name Joseph F.X. Cunneen		Rank/Title		Соттарвви	Date1A98/gned to Command
	SIGNATURE			0	Social	Tay

THE 9 RATING PERIOD FORWARDED OF THE BE MUST EMPLOYEE MANAGEMENT DIVISION AT THE BEGINNING PAGE COMPLETED THIS OF **PHOTOCOPY** Þ NOTE:

EXPECTATIONS KEY RESULT AREAS AND PERFORMANCE

At the Beginning of the Evaluation Period) Completed and Discussed With the Ratee (To Be

listed below. KRA's are those functions and work responsibilities which represent the fundamental reasons why the ratee's position exists. They are the most important areas in which the ratee is expected to perform. Each Key Result Area will include a description of the responsibility. Adjacent to each responsibility the rater will indicate, in the caption provided, what will be expected of the ratee in order to perform the KRA adequately. This will be a statement describing what conditions will prevail if the KRA is met. A performance expectation is that which the rater will examine to determine if the ratee met the listed Key Result Area. The Rater and Ratee will list each of the ratee's Key Result Areas (KRA's), in order of importance, in the captions

RATING PERIOD: FROM (Mo.) ⁷ (Day) 01 (Year). DATE OF DISCUSSION: Initials.	2004 To (Mo.) 6 (Day) 30 (Year) 2005 Rater's Initials
KEY RESULT AREAS	PERFORMANCE EXPECTATIONS
Listed in order of importance	Indicate Level of Performance Expected to Fulfill KRA
1. SHOOTING REDUCTION	AGGRESSIVELY TARGET SHOOTING / NARCOTICS LOCATIONS. IDENTIFY INDIVIDUALS WITH PROPENSITY TOWARDS VIOLENCE FOR TARGETED ENFORCEMENT.
2. INCREASE COMMAND PRODUCTIVITY	ACHIEVE ARREST ACTIVITY AND GATHER INFORMATION USING TARGETED ENFORCEMENT ACTIVITY AT VIOLENCE PRONE AND PERSISTENT QUALITY OF LIFE PROBLEM LOCATIONS.
3. CHRONIC SICK	MONITOR MOS ON CHRONIC SICK, CONFERRED WHO ARE NEARING CHRONIC SICK DESIGNATION IN AN EFFORT TO REDUCE MOS ON SICK.
4. MONITOR OVERTIME	IDENTIFY HIGH OVERTIME EARNERS. REVIEW OT REPORTS OF HIGH OT EARNERS TO ENSURE OT SUBMITTED IS REASONABLE FOR TYPE OF ASSIGNMENT.
5. CIVILIAN COMPLAINTS	CREATE AND MONITOR PROGRAMS TO REDUCE CIVILIAN COMPLAINTS. MEET WITH COMMUNITY LEADERS AND ENCOURAGE COMMUNITY PARTICIPATION.

List any other factors which specifically affected performance in the above KRA's. Indicate by number which KRA was affected and explain below. Also indicate reason for departure from originally established Key Result Areas. (Cite accomplishments, deficiencies or failures, conditions which influenced attainment of specific performance expectations and other performance-related factors which occurred during the rating period): THIS SECTION TO BE COMPLETED AT THE END OF THE RATING PERIOD (attach second sheet if necessary):

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ASSIGN./COMMAND	ASSIGN./COMMAND
88513.V	THE PARTY
TAX NO.	TAX NO.
CAPTAIN MAURIELLO	. INSPECTOR MORAN
TEE'S NK/NAME	TER'S INK/NAME

THE 2 OF THE RATING PERIOD FORWARDED BE MUST BEGINNING PAGE **DIVISION AT THE** COMPLETED THIS EMPLOYEE MANAGEMENT OF **PHOTOCOPY** \triangleleft OTE:

Completed and Discussed With the Ratee At the Beginning of the Evaluation Period) **EXPECTATIONS** AND PERFORMANCE **KEY RESULT AREAS**

ratee's position exists. They are the most important areas in which the ratee is expected to perform. Each Key Result Area will include a description of the responsibilty. Adjacent to each responsibility the rater will indicate, in the caption provided, what will be expected of the ratee in order to perform the KRA adequately. This will be a statement describing what conditions will prevail if the KRA is met. A performance expectation is that which the rater will examine to determine if the ratee met the listed Key Result Area. listed below. KRA's are those functions and work responsibilities which represent the fundamental reasons why the The Rater and Ratee will list each of the ratee's Key Result Areas (KRA's), in order of importance, in the captions

2005 To (Mo.) 6 (Day) 30 (Year) 2006 Rater's Initials	PERFORMANCE EXPECTATIONS Indicate Level of Performance Expected to Fulfill KRA	AGGRESSIVELY TARGET SHOOTING / ROBBERY LOCATIONS. IDENTIFY INDIVIDUALS WITH PROPENSITY TOWARDS VIOLENCE FOR TARGETED ENFORCEMENT.	ACHIEVE ARREST ACTIVITY AND GATHER INFORMATION USING TARGETED ENFORCEMENT ACTIVITY AT VIOLENCE PRONE LOCATIONS. DEVELOP INFORMATION SOURCES WITHIN THE COMMUNITY.	MONITOR MOS ON CHRONIC SICK, CONFERRED WHO ARE NEARING CHRONIC SICK DESIGNATION IN AN EFFORT TO REDUCE MOS ON SICK.	IDENTIFY HIGH OVERTIME EARNERS. REVIEW OT REPORTS OF HIGH OT EARNERS TO ENSURE OT SUBMITTED IS REASONABLE FOR TYPE OF ASSIGNMENT.	CREATE AND MONITOR PROGRAMS TO REDUCE CIVILIAN COMPLAINTS. MEET WITH COMMUNITY LEADERS AND ENCOURAGE COMMUNITY PARTICIPATION.
TING PERIOD: FROM (Mo.) 7 (Day) 01 (Year) 7/17/05 Ratee's Initials Initials	KEY RESULT AREAS ted in order of importance	CRIME REDUCTION	INCREASE COMMAND PRODUCTIVITY	CHRONIC SICK	MONITOR OVERTIME	CIVILIAN COMPLAINTS

st any other factors which specifically affected performance in the above KRA's. Indicate by number which KRA was fected and explain below. Also indicate reason for departure from originally established Key Result Areas. (Cite acmplishments, deficiencies or failures, conditions which influenced attainment of specific performance expectations and COMPLETED AT THE END OF THE RATING PERIOD (attach second sheet if necessary): ner performance-related factors which occurred during the rating period): **SECTION TO**

PERFORMANCE ASSESSMENT To be Completed and Discussed with the Ratee at the End of the Evaluation Period)

accomplishments achieved during the rating period. Hence, if the original Performance Expectations listed three criteria for performance in a KRA, the Performance Achievements must formance in each KRA, namely the Individual Assessment of Each KRA, must therefore be justified in light of these actual Performance Achievements. Remember, these individual ratings will help checking doing this, however, the rater and the ratee must together complete the Performance Achievements column. for ratings each Key Result by From this discussion the rater will provide, in the Performance Achievements column, Before KBA. The to form the basis for the Overall Evaluation which will be assigned to the ratee. criteria. the appropriate box under the column Individual Assessment of Each ź three rating of the ಹ assign in each Κ rater ACTUAL RESULTS the In the captions provided below, account of the ACTUAL the address

PERFORMANCE ACHIEVEMENTS	INDIVIDUAL ASSESSMENT OF EACH KRA
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CAPTAIN MAURIELLO HAS CREATED AND MONITOR PROGRAMS TO REDUCE CIVILIAN COMPLAINTS. MET WITH COMMUNITY LEADERS AND ENCOURAGED COMMUNITY PARTICIPATION.	Comments: PERFORMANCE EXPECTATIONS HAVE BEEN EXCEEDED

RECOMMENDATIONS (if relevant):

(To be Completed at the End of the Evaluation Period) "I have shown this Performance Evaluation to the ratee and have fully discussed its contents." VERIFICATION

"I have read this Performance Evaluation and I have received a copy of it."

"I wish to appeal this Evaluation." (A.G. 303-20)

Rater's Signature
Ratee's Signature
Date
Date
Ratee's Signature
Date

D&W00350 Page 3 general

Check appropriate box. The Overall Evaluation should be based on the

ing at an overall rating the supervisor should also consider

manager's Key Result Area statements.

ing the rating period, unari OF STANDARDS IN GUIDE.

the rating

Caption "Present Assignment": indicate general nature of ratee's duties.

All captions must be typewritten.

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Case 1:10-cv-06005-RWS Document 388-1 Filed 02/12/15 Page 29 of 29

tant responsibilities of the ratee and are the fundamental reasons why the ratee's position exists.

AT THE BEGINNING OF THE RATING PERIOD THE RATER AND THE RATEE TOGETHER THE CAPTIONS UNDER THE HEADING "KEY RESULT AREAS" AND "PERFORMANCE A PHOTOCOPY OF PAGE 2 WILL BE FORWARDED TO THE EMPLOYEE MANAGEMENT 1000, AT THE BEGINNING OF THE RATING PERIOD.

& 8 - Appropriate boxes must be checked and captions must be typewritten.

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It is the reviewer's option to offer comments

of the ratee.

reviewer's responsibility is to

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Вох

Under the caption "THIS SECTION TO BE COMPLETED AT THE END OF THE RATING PERIOD", the rater may choose to address the particular KRA(s) with specific comments.

COMPLETED AT THE END OF THE

3: TO

OF PAGE 2 AND ALL OF PAGE

Under the caption "PERFORMANCE ACHIEVEMENTS" will be listed the actual achievements accomplished by the end of the rating period. These are to be contrasted against the original PERFORMANCE EXPECTATIONS established at the beginning of the rating period. Hence, post-performance RESULTS are viewed in light of the pre-performance expectation.

Under the caption "INDIVIDUAL ASSESSMENT OF EACH KRA", the rater will assign a rating for each Key Result Area by checking the appropriate box and make written comments which justify and explain the basis for the selected rating.

caption "RECOMMENDATIONS", the rater may make recommendations and/or discuss plans for and goals of the ratee. assignments the Under

space provided to indicate that se. The ratee will sign and date the space provided to indicate that he/she has read the completed evaluation and has been provided with a copy. with, the ratee. evaluation period the rater will sign the and discussed the performance evaluation has been shown to, VERIFICATION - At the END of the

If the ratee wishes to appeal the evaluation he/she will sign and date the appropriate caption.

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